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SELECTION CRITERIA I-1

SECURITY INFORMATION

I Working Group on SELECTION CRITERIA

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(8 meetings have been held and the following summary is complete through 14 December 1951)

1. Work Plan

The task assigned by the Career Service Committee was broken into four main problems and so approved by the Career Service Committee. It was agreed, insofar as feasible, to solve each of these problems individually and in this order:

- A. To recommend the selection criteria by which employees become eligible to participate in a Career Service Program.
- B. To recommend the degree to which selection governing participation in the Program should be centralized.
- C. To recommend the mechanics of selection.
- D. To recommend how the Career Service Program should be activated with respect to employee participation.

2. A tentative solution to problem "A" above is embodied in Attachment 1 hereto.

3. A tentative solution to problem "B" is embodied in Attachment 2 hereto.

4. The Working Group felt that the report "A Program for the Establishment of a Career Corps in the Central Intelligence Agency" dated 7 August 1951 offered a logical point of departure in attacking its assigned task. Therefore, those portions of that reference cited in paragraph 1 of Career Service Committee's directive (dated 15 October 1951) to our Working Group were discussed in detail. These discussions have resulted in the following conclusions: (Paragraphs and sections cited are those in the "Program...." dated 7 August 1951.)

A. Introduction, page x

The Working Group adopted the following statement: "The Working Group has reviewed the comments of the Assistant Directors which were overwhelmingly opposed to the concept of an "elite corps" and concurs in the abandonment of that concept. The Working

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SELECTION CRITERIA I-2

SECURITY INFORMATION

Group further agrees that only those employees who have demonstrated their ability throughout a period of two years' service in the Agency will be considered immediately eligible to participate in the Career Service Program. During the first two years of an employee's service with CIA, training, appraisal, and supervision will be directed towards preparing him to participate in the Career Service Program."

B. Paragraph V, pages xii, xiii

The Working Group adopted the following statement: "The concepts contained in this paragraph (i.e. age in relation to grade and testing and assessment as criteria for selection) are rejected by the Working Group and not recommended for adoption as criteria."

C. Appendix J, pages 52-55

The Working Group adopted the following statement: "Testing and assessment should not be considered as mandatory in connection with the determination of the eligibility of an employee to participate in the Career Service Program. Testing and assessment are valid and useful techniques to be used in recruiting new employees and are available for evaluating any employee at any time at the discretion of the appropriate Assistant Director."

5. It is emphasized that conclusions and other decisions here recorded are tentative. We have found that discussion in one area may result in changing prior conclusions that had resulted from exploration of a different area.

/s/

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Attachments

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